

KOLO-TV
EEO PUBLIC FILE REPORT

06/01/2010 – 05/31/2011

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Multi-Media Journalist	1, 5, 7, 9, 10, 23, 24, 30, 34	9
Technical Operator	1, 6, 7, 10, 12, 14, 28, 29, 34, 36	34
Sales Account Executive	1, 7, 10, 12, 22, 28, 29	29
Sales Account Executive	1, 7, 10, 12, 22, 28, 29	1
Sales Marketing Assistant	1, 8, 9, 10, 12, 16, 28, 29, 34, 36	34
Multi-Media Journalist	1, 7, 10, 12, 22, 28, 29	9
Accounting Clerk	1, 6, 7, 8, 10, 12, 19, 22, 25, 28, 34	34
	1, 5, 7, 9, 10, 23, 24, 30, 34	1

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	KOLOTV.COM 4850 Ampere Drive Reno NV 89502 1-775-858-8888 Attn: Kim Munger H/R hr@kolotv.com	N	14
2	Renohelpwanted.com 1 Civic Center Plaza #506 Poughkeepsie, NY 12601 1-800-365-8630 Internet Listing \$	N	0
3	Reno Gazette-Journal 955 Kuenzli Street Reno NV 89512 1-775-348-7355 Lori lmacaula@rgj.com \$	N	0
4	TMCC 7000 Dandini Blvd Reno NV 89512 775-673-7111 Job Board Fax 1-775-674-7566 Renee Baker 1-775-674-7672 www.tmcc.edu	N	0
5	MediaLine PO Box 51909 Pacific Grove, CA 93950 1-800-237-8073 www.medialine.com Mark Shilstone	N	0
6	NAB.org 1771 N. Street N.W. Washington, DC 20036 1-202-429-5498 Khunter@nab.com	N	0
7	Nevadabroadcasters.org		

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	1050 Flamingo Road # S-110 Las Vegas, NV 89119 1-877-794-4994 earlenelefler@yahoo.com	N	0
8	Career Choices 625 Margrave Drive #101 Reno NV 89502 1-775-826-2555 Barbara Hunt <u>Barbara@career-choices.com</u>	N	0
9	Tvjobs.com PO Box 4116 Oceanside, CA 92052 1-800-374-0119 Mark Holloway <u>member@tvspy.com</u>	N	8
10	Gray Television WSAW TV 1114 Grand Avenue Wausau, WI 54403 1-715-845-4211 Jane Ploeger <u>jploeger@wasaw.com</u>	N	3
11	Regional Technical Institute (RTI) 380 Edison Way Reno NV 89502 1-775-861-4418 FAX: 1-775-861-4415	N	0
12	WorkReno.com 61 West 41 st Avenue San Mateo, Ca 94403 1-775-230-6194 Mark Babitt for help: <u>ellis@workreno.com</u>	N	0
13	ProNet 560 Mill Street # 200 Reno, NV 89502 Richard Lemos phone: 1-775-336-5438 FAX: 1-775-336-5455	N	0
14	Society of Broadcast Engineers 9247 N. Meridian Street #305 Indianapolis, IN 46260 1-317-846-9000 FAX: 1-765-846-9120 Scott Jones <u>kjones@sbe.org</u>	N	0
15	Jobs4broadcast.com Internet posting site	N	0

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16	KOLO TV Employee Self Referred	N	2
17	American Women in Radio & Television 8405 Greensboro Drive #800 McLean, VA 22102 1-703-506-3290 awrt.org \$	N	0
18	Advertising Association of Northern NV 299 South Arlington Avenue Reno NV 89502 1-775-827-7311 Kerri Garcia www.a2n2.com \$	N	0
19	Nevada JobConnect (Nevada UnEmployment Office) 300 East 3 rd Street Carson City NV 89713 1-775-834-1970 FAX: 1-775-6988-1279 www.nevadajobconnect.com Robert Umhani Supervisor	N	0
20	KOLO Walk In	N	0
21	Marketing Ideanet Newsletter 602communications.com Graeme Newll 6839 Charter Hills Road Charlotte NC 28277 gnewell@602communications.com	N	0
22	Nevada Hispanic Services Inc 3905 Neil Road Reno NV 89502 1-775-826-1818 FAX: 1-775-826-1819	N	0
23	Tvspy.com/Vault 150 W. 22 nd Street / 5 th Floor New York, NY 10011	N	0
24	Mediabizjobs.com jobs@mediabizjobs.com	N	0
25	University of Nevada, Reno UNR Career Navigator 1664 N. Virginia Street Reno NV 89557 www.unr.edu/career/employers/CareerNavigator.html	N	3

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26	Morrison University Reno Tahoe Tech Center 10315 Professional Circle #201 Reno NV 89521 Amy Schaffer aschaffer@morrison.neumont.edu 1-775-850-0700	N	0
27	Washoe County Senior Center (AARP) Attn: BJ 1155 E. Ninth Street Reno NV 89512 1-775-328-2575 FAX: 1-775-328-6192	N	0
28	California Chicano News Media Association USC Annenberg School of Journalism 300 S. Grand Avenue # 3950 Los Angeles, CA 90071 ccnmainfo@ccnma.org FAX: 1-213-437-4423	N	0
29	KOLO TV Employee Referral	N	9
30	NON Employee Referral	N	0
31	National Association of Hispanic Journalists 1000 National Press Bldg / 529 14 th Street N.W. Washington DC 20047 1-202-662-7145 \$	N	0
32	National Association of Black Journalists University of Maryland 8701-A Adelphi Road Adelphi, MD 20783 1-866-479-NABJ \$	N	0
33	RTNDA Radio-Television News Directors Association & Foundation 1600 "K" Street N.W. # 700 Washington DC 20006 1-202-659-6510 \$	N	0
34	Northern Nevada Jobs.com Mark Babbitt. 1802 N. Carson St. #206, 89701 mark@northernnevadajobs.com	N	22

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35	Poynter Institute Careers.poynter.org/hr	N	0
36	Talent Agency	N	2
37	Craigslist	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			63

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Programs	<p>KOLO-TV maintains an on-going Internship Program with University of Nevada Reno for students who are interested in a broadcasting career. These internships are offered for the term of one semester and afford students studying communications the opportunity to achieve practical experience in the field. During the reporting period, the station had 4 Interns, as follows:</p> <p>During the Summer of 2010, (May-Aug) the station had 1 Interns. This Intern worked in the Production/News Departments, working with Producers, Directors, Audio and Camera Operators.</p> <p>During the Spring of 2011 (April-May) The station had 1 Intern. This Intern worked in the Production/News Departments, working with Producers, Directors, Audio and Camera Operators.</p>
2	Participate in events sponsored by educational organizations	<p>1) On 11/5/2011, Sarah Johns spoke to journalism students at the Davidson Institute.</p> <p>2) On 3/17/2011, Anchor Sarah Johns hosted a the Reno-Tahoe Young Professionals at a luncheon at KOLO-TV, and spoke about careers in broadcasting.</p>

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		<p>3) On March 19th, 2011, Anchor Sarah Johns spoke at the Reno Rodeo Queen clinic about public presentation and careers in Broadcasting.</p> <p>3) 3/26/2011 – Anchor Pat Hambright presented at Mendive Middle School's Career Fair.</p> <p>4) On 3/11/11, General Manager Nick Matesi presented non-profit organizations who help the unemployed and social service agencies at the Atlantis Resort about opportunities in broadcasting.</p>
3	Participate in community activities designed to showcase careers in broadcasting.	<p>1) On 4/6/2011, Anchor Sarah Johns participated in Access Media Day</p>
4	Management Training	<p>On 6/17/201, management and supervisors at KOLO-TV participated in EEO training. Participants were provided written materials summarizing EEO requirements. Participants included Sales Manager Matt Eldredge, News Director David Beech, Media Manager Miriam Gonzalez, Accounting Clerk Michelle Beech, and Chief Engineer Herbert Primosch.</p>



KOLO8 Public File

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PHONE 703.905.2800
FAX 703.905.2820

www.wileyrein.com

June 22, 2010

Joan Stewart
202.719.7438
jstewart@wileyrein.com

KOLO
Gray Television Licensee, LLC
4850 Ampere Drive
Reno, NV 89502

Re: EEO Training Seminar (Teleconference)
June 17, 2010

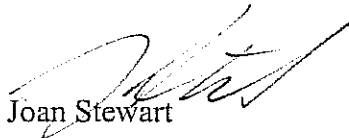
To Whom It May Concern:

On June 17, 2010, an attorney from Wiley Rein LLP, FCC counsel to Gray Television, Inc. taught a training seminar on the Federal Communication Commission's (FCC) Equal Employment Opportunity (EEO) rules and regulations. All participants were provided with written material summarizing the FCC's EEO rules and regulations, as well as a template form to use for the annual public file report.

The following individuals from this station participated in the teleconference:

Matt Eldredge, Director of Sales
David Beech, News Director
Michelle Beech, Accounting/EEO Assistant
Herb Primosch, Chief Engineer
Miriam Gonzalez, Media Manager

Sincerely,


Joan Stewart